

4 NEW SQUARE

C H A M B E R S

4 New Square Chambers – Diversity Data – December 2021

The Diversity Data collected in the second half of 2021 for the members of the workforce of 4 New Square is set out below.

The collection and publication of the data has been in accordance with the relevant sections of the BSB Handbook, supplemented by the BSB's Equality & Diversity Rules¹.

The data is set out for three separate categories of the workforce: Silks (QCs²), Tenants (including associate tenants) and Pupils, and Staff Members (clerks and administration).

Approach to analysis of data

As of 31 December 2021, 4 New Square has a workforce of 131 persons, comprising 33 Silks, 57 Tenants (including 3 associate tenants and 3 overseas associate tenants), 3 Pupils and 38 Staff Members. Completed Diversity Data Questionnaires were received from 20 Silks, 21 Tenants/Pupils, and 15 Staff Members. The survey was conducted anonymously, and participation was voluntary, as required by the BSB Rules.

By way of summary of the above:

Workforce category	Silks	Tenants/Pupils	Staff Members	Total
No. in cohort	33	60	38	131
No. of Questionnaires completed and returned ³	20	21	15	56
% return by category	61%	35%	39%	43%

References to:

- "<10" means that there are fewer than ten individuals within a particular job category with the same relevant characteristic and each such individual has not consented to the publication of the data⁴.
- "PNS" are to those members who (a) answered "Prefer not to say" in relation to any given diversity characteristic and/or (b) fall within "<10" defined above.

¹ Last updated 7 January 2020.

² Including any full-time arbitrators who are QCs.

³ Three additional questionnaires were returned but the individuals did not give consent to publication of any of the data, and thus the data has not been published.

⁴ In accordance with the BSB requirements, data will not be published where there are fewer than ten individuals within a particular job category with the same relevant characteristic, unless each such individual has consented.

Data and analysis by diversity characteristic

(i) Age

Age	16-24	25-34	35-44	45-54	55-64	65+	PNS
Silks			1	13	2	<10	
Tenants/pupils		<10	12	<10	1		1
Staff	<10	3	<10	<10	1		

(ii) Sex

Age	Male	Female	PNS
Silks	17	<10	<10
Tenants/pupils	15	<10	<10
Staff	<10	10	<10

(iii) Gender Identity

Each member was asked whether the gender they identified with is the same as their sex registered at birth.

	Yes	No	PNS
Silks	20		
Tenants/pupils	20		1
Staff	15		

(iv) *Disability*

Each member was first asked whether they considered themselves to have a disability according to the definition in the Equality Act 2010. The answers were:

	Yes	No	PNS
Silks	<10	18	<10
Tenants/pupils		20	1
Staff	<10	14	<10

Each member was further asked whether their day-to-day activities were limited on account of a health problem or disability which had lasted, or was expected to last, at least 12 months. The answers were:

	Yes, a lot	Yes, a little	No	PNS
Silks			19	<10
Tenants/pupils			20	1
Staff		<10	13	<10

(v) *Ethnic Group*

Ethnic Group	Asian/Asian British	Black/African /Caribbean/ Black British	Mixed	White	Other	PNS
Silks			<10	18		<10
Tenants/pupils			1	19		1
Staff				14	1	

(vi) Religion or belief

	No religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other
Silks	<10		12		<10			
Tenants/pupils	12		<10					
Staff	<10		10					<10

(vii) Sexual Orientation

	Bisexual	Gay man	Gay woman/lesbian	Heterosexual/straight	Other	PNS
Silks				19		1
Tenants/pupils			1	18		2
Staff				14		<10

(viii) Socio-economic background

Each member was asked whether if they went to University, they were part of the first generation of their family to do so. The answers were:

	Yes	No	Did not attend
Silks	<10	12	
Tenants/pupils	<10	18	
Staff	<10		12

Each member was further asked whether they mainly attended a state or fee-paying school between the ages of 11 and 18. The answers were:

	UK State	UK Independent	Non-UK	PNS
Silks	<10	14		<10
Tenants/pupils	<10	13	<10	<10
Staff	12	<10	<10	<10

(ix) Caring responsibilities

Each member was asked whether they are a primary carer for a child or children under 18. The answers were:

	Yes	No	PNS
Silks	<10	15	<10
Tenants/pupils	<10	14	<10
Staff	<10	<10	

Each member was further asked whether they looked after, or gave any help or support to, family members, friends, neighbours or others because of their: long-term physical or mental ill-health/disability; or, problems related to old age. The answers were:

	No	Yes			PNS
		1-19 hrs	20-49 hrs	50+ hrs	
Silks	18	<10			
Tenants/pupils	16	<10			<10
Staff	13	<10			<10